UN Women Executive Board informal session on SEAH

Purna Sen, UN Women - 10 June 2019,
Violence against women and girls

Discrimination
Inequality
Power
Norms, beliefs and behaviours
Gender, age, ethnicity, immigration status, disability, sexual orientation
Sexual access and deemed sexually available to others
Several targets on violence, equality...
Me Too Social Media – over 43 million impressions
## Hashtags of the Global Movement

<table>
<thead>
<tr>
<th>#MeToo</th>
<th>#YoTambien</th>
<th>#QuellaVoltaChe (Italy)</th>
<th>#BalanceTonPorc (France)</th>
<th>#Cuéntalo (Spain)</th>
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</thead>
<tbody>
<tr>
<td>#AnaKaman (Egypt, Arab States)</td>
<td>#米兔 (China)</td>
<td>#RiceBunny (China)</td>
<td>#미투 (S. Korea)</td>
<td>#SendeAnlat (Turkey)</td>
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<td>#немолчи (Kazakhstan, Central Asia)</td>
<td>#СегаКажувам (Macedonia)</td>
<td>#WithYou</td>
<td>#WeToo</td>
<td>#TimesUp</td>
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<td>#TimeisNow</td>
<td>#HearMeToo</td>
<td>#MeQueer</td>
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A growing international consensus

Sexual harassment is a creature of gender hierarchy... intersecting with other inequalities

Unwelcomeness - core concept

Quid pro quo / workplace condition

Can take the form of various acts from looks through words to sexual touching and rape...
Consensus on limited effectiveness of training to date

Training can
- increase sensitivity / lead to over-identification
- create more expansive definitions.

SH training seems to prompt resistance in some male trainees
New approaches to training

From what is unacceptable -> to what kind of workplace we want

A power analysis to be central; SH is not gender neutral

Outcomes for participants vary by their assessment of the objectives
The movement has created a moment – will we rise to the challenge?

Sexual harassment as a major frontline in the efforts to end violence

Outside our policy- and law- led models of change but essential links

The greatest global movement against sexual violence, with women – and some men- at the front

The movement has created a moment – will we rise to the challenge?